



September 22, 2020

VIA EMAIL & OVERNIGHT DELIVERY

WARN Coordinator
Missouri Department of Higher Education & Workforce Development
Office of Workforce Development
PO Box 1087
Jefferson City, MO 65102
Email address: ETT.DWD@dhewd.mo.gov

VIA EMAIL & OVERNIGHT DELIVERY

Mayor Eileen Weir
Independence City Hall
111 E. Maple Ave.
Independence, MO 64050
Email address: EWeir@indepmo.org

Re: Revised WARN Notice – JCPenney Store Closing

Dear Missouri WARN Coordinator and Mayor Weir:

Pursuant to the federal Worker Adjustment and Retraining Notification Act (“WARN”), on or about July 17, 2020, J. C. Penney Corporation, Inc. (“JCPenney” or “the Company”) provided you with notice of its intention to permanently close its entire retail store located in the Bolger Square Shopping Center with an address of 17610 E. 39th Street S., Independence, Missouri 64055-3869 (“the Store”). The July 17 WARN notice stated that the Store would permanently close on or about September 27, 2020, and the employment of all 86 associates would end sometime within the two-week period of September 23 to October 7, 2020.

As a result of negotiations in the Company’s bankruptcy proceedings, which were referenced in the July 17 WARN notices, the Company will not close the Store on September 27, as previously anticipated. Rather, the Company will close the Store on or about October 18, 2020, and, as a result, the employment of all affected associates will end in the two-week period of October 18 to November 1, 2020.

As stated in the July 17 WARN notices, the Company took extraordinary, unprecedented action in response to the coronavirus (COVID-19) pandemic. The Company closed all of its U.S. facilities on or about the evening of March 18, 2020. Soon thereafter, governmental officials throughout the country issued orders requiring non-essential businesses to close, and the Company furloughed the vast majority of its entire workforce. The pandemic has had a devastating impact on the country. While many businesses have reopened, strict regulations remain in place to prevent further transmission of the coronavirus. The financial impact caused by

the pandemic has been catastrophic and, in May, the Company filed its voluntary petition for bankruptcy.

When the July 17 WARN notices were issued, there were approximately 86 associates employed at the Store. Since that time, a few associates who worked at the Store have left the Company's employ, and now there are approximately 69 associates employed at the Store. Since plans call for the permanent closing of the entire Store, all 69 associates will be affected. The Store closing will cause the permanent separation of affected associates within the two-week period of October 18 to November 1, 2020. This will include all associates assigned to the Store, except those, if any, who remain with the Company in another location. Based on business needs and associates' interests, it is anticipated that a few associates may be offered employment in other JCPenney locations.

The associates in the Store are not represented by a union and do not have any bumping rights¹ with respect to positions in other JCPenney locations. The job titles and number of associates in each position who will be separated are shown in Attachment 1 to this letter. JCPenney will ensure that all separated associates are paid all earned and accrued wages and benefits upon termination of employment.

In addition to the July 17 WARN notice, a revised WARN Notice has been hand delivered and/or mailed to all affected associates via first class mail, and a sample of the revised WARN notice is attached hereto as Attachment 2. Based on the July 17 WARN notice, all associates should have received at least 60 days' notice before the anticipated date of the termination of their employment, but if any receive less, it is because of the business circumstances described above that were not reasonably foreseeable at the time the notice would have been required, i.e., the pandemic and the Company's subsequent bankruptcy filing, as well as recent widespread civil unrest.

RCC/rcc
Enclosures (Attachments 1 and 2)

¹ This means that associates have no contractual rights to assume positions that are already filled by other associates.

ATTACHMENT 1

Row Labels	Count of Emplid
Independence, MO	69
02870	69
Asset Protection Service Assoc	1
Ast Mgr Merchandise Operations	1
Cash Counting Associate	1
Cashier	14
Cashier Assistant	1
Cashier Supervisor	1
Fine Jewelry Supervisor	1
Home Furnish Comm 2.0 percent	1
Home Furnish Comm 3.5 percent	2
Human Resource Supervisor	1
Mdse Execution Associate	22
Merchandise Assistant	1
Merchandise Supervisor	1
Omni Associate	4
Operations Associate	4
Operations Supervisor	1
Sales Supervisor	1
Sephora Beauty Advisor	3
Specialty Assistant (PT)	1
Specialty Associate	3
Temporary Associate	2
Temporary Ops Associate	2

ATTACHMENT 2



6501 Legacy Drive
Plano, TX
jcp.com

September 22, 2020

Via First Class Mail and/or Hand Delivery

Re: Revised WARN Notice to Associates

Dear JCPenney Associate:

Pursuant to the federal Worker Adjustment and Retraining Notification Act ("WARN"), on or about July 17, 2020, J. C. Penney Corporation, Inc. ("JCPenney" or "the Company") provided you with notice of its intention to permanently close its entire retail store located in the Bolger Square Shopping Center with an address of 17610 E. 39th Street S., Independence, MO 64055-3869 ("the Store"). The July 17 WARN notice stated that the Store would permanently close on or about September 27, 2020, and your employment with the Company would end sometime within the two-week period of September 23 to October 7, 2020.

As a result of negotiations in the Company's bankruptcy proceedings, which were referenced in the July 17 WARN notice, the Company will not close the Store on September 27, as previously anticipated. Rather, the Company will close the Store on or about October 18, 2020 and, as a result, your employment will end sometime within the two-week period of October 18 and November 1, 2020. Based on the July 17 WARN notice, you should have received at least 60 days' notice prior to the earliest date that the employment of associates is anticipated to end pursuant to the Store's closing, but if less than 60 days' notice is provided, it is because of business circumstances that were not reasonably foreseeable at the time the notice would have been required, including: the effects of the COVID-19 pandemic (including the furlough of most of JCPenney's workforce, state and local governmental actions requiring temporary closure of most stores and/or significant restrictions to our business), which caused JCPenney to file its voluntary bankruptcy petition, as well as recent widespread civil unrest.

There are no other positions to which JCPenney associates at the Store have any "bumping rights," which means that you have no contractual right to assume positions that are already filled by other associates. Nevertheless, JCPenney leadership will look to determine what jobs, if any, might be available at other JCPenney locations.

JCPenney has provided outplacement services to Store associates. As noted in the July 17 WARN letter, to obtain a list of resources to assist you in career planning, your job search, job skills training opportunities and other support services, you may visit the "Jobs Seekers" section of the Jobs Missouri website at <https://jobs.mo.gov/jobseeker>.

These have been extraordinarily difficult times. We thank you for the time and effort you have dedicated



July 17, 2020

VIA EMAIL & OVERNIGHT DELIVERY

WARN Coordinator
Missouri Department of Higher Education & Workforce Development
Office of Workforce Development
PO Box 1087
Jefferson City, MO 65102
Email address: ETT.DWD@dhewd.mo.gov

VIA EMAIL & OVERNIGHT DELIVERY

Mayor Eileen Weir
Independence City Hall
111 E. Maple Ave.
Independence, MO 64050
Email address: EWeir@indepmo.org

Re: WARN Notice – JCPenney Store Closing

Dear Missouri WARN Coordinator and Mayor Weir:

Pursuant to the federal Worker Adjustment and Retraining Notification Act (“WARN”), please be advised that J. C. Penney Corporation, Inc. (“JCPenney” or “the Company”) intends to permanently close its retail store located in the Bolger Square Shopping Center with an address of 17610 E. 39th Street S., Independence, Missouri 64055-3869 (“the Store”), effective on or about September 27, 2020.

There are approximately 86 associates currently employed at the Store. Since plans call for the permanent closing of the entire Store, all 86 associates will be affected. The closing will cause the permanent separation of affected associates within the two-week period of September 23 to October 7, 2020. This will include all associates assigned to the Store, except those, if any, who remain with the Company in another location. Based on business needs and associates’ interests, it is anticipated that a few associates may be offered employment in other JCPenney locations.

The associates in the Store are not represented by a union and do not have any bumping rights¹ with respect to positions in other JCPenney locations. The job titles and number of associates in each position who will be separated are shown in Attachment 1 to this letter. JCPenney will ensure that all separated associates are paid all earned and accrued wages and benefits upon termination of employment.

Notice pursuant to WARN has been mailed to all affected associates, and a sample is attached hereto as Attachment 2. If the notice being provided is less than 60 days, it is because of business circumstances that were not reasonably foreseeable at the time the notice would have been required, including: the effects of the COVID-19 pandemic (including the furlough of most of JCPenney's workforce, state and local governmental actions requiring temporary closure of most stores and/or significant restrictions to our business), which caused JCPenney to file its voluntary bankruptcy petition, as well as recent widespread civil unrest.

RCC/lm
Enclosures (Attachments 1 and 2)

¹ This means that associates have no contractual rights to assume positions that are already filled by other associates.

ATTACHMENT 1

Attachment 1

JCPenney Store 2870
Independence, MO
Associates in Each Job Title

Ast Mgr Merchandise Operations	1
Cashier	19
Cashier Assistant	1
Cashier Supervisor	1
Fine Jewelry Supervisor	1
General Manager	1
Home Furnish Comm	3
Human Resource Supervisor	1
Master Designr	4
Mdse Execution Associate	24
Merchandise Assistant	2
Merchandise Supervisor	1
Omni Associate	4
Operations Associate	5
Operations Supervisor	1
Sales Supervisor	1
Salon Mngr	1
Sephora Beauty Advisor	4
Sephora Mgr	1
Specialty Associate	4
Sr Designer	1
Asset Protection Service Assoc	2
Cash Counting Associate	2
Specialty Assistant (PT)	1
Grand Total	86

ATTACHMENT 2



6501 Legacy Drive
Plano, TX
jcp.com

July 17, 2020

Via First Class Mail

Re: WARN Notice to Associates

Dear JCPenney Associate:

We are furnishing you this letter to satisfy any obligation JCPenney may have to provide notice pursuant to the federal Worker Adjustment and Retraining Notification Act ("WARN"). For the reasons identified below, JCPenney intends to permanently close the entire retail store located in the Bolger Square Shopping Center with an address of 17610 E. 39th Street S., Independence, MO 64055-3869 ("the Store"). The Store will permanently close on or about September 27, 2020.

Pursuant to the Store's closure, your employment with the Company will end sometime within the two-week period of September 23 to October 7, 2020. You should be receiving this notice at least 60 days prior to the scheduled closing date of the Store, and at least 60 days before your employment will end. If you are not receiving that much notice, it is because of business circumstances that were not reasonably foreseeable at the time the notice would have been required, including: the effects of the COVID-19 pandemic (including the furlough of most of JCPenney's workforce, state and local governmental actions requiring temporary closure of most stores and/or significant restrictions to our business), which caused JCPenney to file its voluntary bankruptcy petition, as well as recent widespread civil unrest.

There are no other positions to which JCPenney associates at the Store have any "bumping rights," which means that you have no contractual right to assume positions that are already filled by other associates. Nevertheless, JCPenney leadership will look to determine what jobs, if any, might be available at other JCPenney locations.

JCPenney will be providing outplacement services to Store associates. In addition, to obtain a list of resources to assist you in career planning, your job search, job skills training opportunities and other support services, you may visit the "Jobs Seekers" section of the Jobs Missouri website at <https://jobs.mo.gov/jobseeker>.

These have been extraordinarily difficult times. We thank you for the time and effort you have dedicated to JCPenney.